

## **2009 Millennium Fund Application**

### **I. EXECUTIVE SUMMARY**

**Date:** October 16, 2009

**Contact person(s) and title(s):** Shelli Rambo Roberson, CEO; Jill Barbour, COO; Monique Johns, Grants and Fund Development Manager

**Name of organization and mailing address:** Girl Scouts of Silver Sage Council, 1410 Etheridge Lane, Boise, ID 83704

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***Concise description of the purpose of the funding request***

The Girl Scouts of Silver Sage Council's Visions program, which serves low-income girls in primarily Title 1 schools, provides the knowledge and skills necessary to empower girls to make healthy, positive decisions when they matter most. Girls learn how to avoid risky situations (i.e. going to parties where drugs and alcohol will be available); how to say no (and feel okay about their decision); and how to become leaders. Girls in the Visions program are often struggling to cope with peer pressure, body changes, bullying, boys, and friends. Our program, which connects girls with a positive adult mentor, comes as a relief to teachers, counselors and parents who have limited resources available to build self-esteem and leadership in girls that are difficult – girls who act-up in class or who express their feelings in a way not conducive to the classroom environment. We strive to stop the cycle of poverty and drug abuse by empowering girls, especially those most in need, toward greater educational attainment and connection to their community. This is achieved through the long-term outcomes of our program.

Last year over 1,000 girls were enrolled in the program throughout southern Idaho (Treasure Valley, Magic Valley, Pocatello, and Idaho Falls). Participants are engaged in a variety of activities designed to increase problem solving, conflict resolution, communication, teamwork, and leadership skills. Participants are thereby empowered to make positive, healthy decisions

which prevent them from becoming a part of the alarming statistics on teenage pregnancy, STDs, and tobacco, alcohol and drug abuse. Although the Girl Scout Visions program is embraced by local school counselors and is conducted on campus, the program receives no funding from school districts. Because the program is delivered at no cost to participants, funding must come from other local support.

**Number of individuals, geographic area, and target population benefiting from this proposal**

We anticipate serving over 1,200 girls during the 2010-2011 school year (coincides with the Millennium Funding period). The program is currently in schools located in the Treasure Valley, Magic Valley, Pocatello, and Idaho Falls. The target population is girls, grades 5th through 8th, who are primarily enrolled in Title I schools.

**Total project budget:** \$143,792

**Total dollar amount requested:** \$143,792

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## **II. PROPOSAL**

### **A. Organizational Background**

#### **1. Description of organization's history, mission, and goals.**

The Girl Scouts of the United States of America (GSUSA) is nearly 100 years old and currently has over 3.7 million Girl Scout members throughout the United States and in more than 90 countries around the world. It was founded in 1912 based on a humble goal – to bring girls out of their isolated home environment and into community service and the open air. The Girl Scouts of Silver Sage Council is a charter member of the Girl Scouts of the United States of America. Our parent organization works to develop cutting-edge research and curriculum development while providing nationwide marketing and fund development partners.

Girl Scouts builds girls of courage, confidence, and character, who make the world a better place. When we report that girls in our program succeed – we’re referring to all girls: the ones with very involved parents, the ones whose parents don’t speak English, the ones whose parents are incarcerated, and the ones who have witnessed domestic violence in the home. We serve a wide range of girls who, without our program, might otherwise fall through the cracks, and ultimately be a part of the unfortunate statistics that relate to poverty, homelessness, and violence.

While the Girl Scouts of Silver Sage Council is fortunate to have name recognition, many people outside our organization refer to us as simply a “nice” agency that offers crafts, camp and cookies. What many people do not realize is that our day-to-day youth development programs are absolutely relevant, valuable and *preventative*. Girl Scouts addresses some of the most prevalent systemic causes behind poverty, hunger, homelessness, and violence. We teach girls about teen dating violence prevention, anti-bullying strategies, nutrition and exercise, healthy relationships, diversity, and inclusiveness. In addition we encourage higher educational attainment and provide hands-on opportunities to connect with science, technology, engineering

and mathematics. These are all skills that 80 percent of women who were enrolled as Girl Scouts attribute to their current success. Last year, Girl Scouts from the Silver Sage Council contributed approximately 375,000 hours of community service within our service area.

The Girl Scout message remains clear and unwavering: Girls growing up today will become the women leaders of tomorrow. We offer youth development programs that build courage, confidence and character in girls who are already at the forefront of helping to make our world a better place.

## **2. Description of current programs, activities, and accomplishments.**

Girls have unique needs that are best met in a program designed specifically for them and delivered in an emotionally and physically safe, all-girl environment that empowers and inspires them on this journey of discovery and leadership. Girl Scouts provides cutting-edge, *preventative*, youth development programs through The Girl Scout Leadership Experience. Girls can participate in the Leadership Experience through the traditional troop program, or in one of four other “pathways,” including camp, travel, virtual (online gathering place), and special series.

The Girl Scout Leadership Experience program is based on a definition of leadership that girls agree on: A leader is defined not only by the qualities and skills one has, but also by how those qualities and skills are used to make a difference in the world. The Girl Scout Leadership Experience is built on the premise that programs for girls, grades K-12, should engage them in **discovering** themselves, **connecting** with others, and **taking action** to make their world a better place. Girl Scouts pursue Discover, Connect, and Take Action activities which are girl-led, hands-on, and team driven (girls working together) under the guidance of positive adult role models.

In addition, Girl Scouts assures that *every girl* who wants to be, or is currently, a Girl Scout has the opportunity to receive financial aid and connect with at least two positive adult leaders (who have both received a comprehensive background check). Girl Scouts also assures that every adult volunteer has the resources and support necessary to deliver The Girl Scout Leadership Experience to the girls they serve. At any given time throughout the day, a Girl Scout in southern Idaho is connecting with positive adult mentors who are helping to nurture and guide her to make healthy decisions that will have a lasting effect on her life and those around her.

## **3. List of board and staff members, and a brief description of their respective responsibilities.**

### Girl Scouts of Silver Sage Council Board of Directors

Colleen Ramsey, Chair (Idaho Power)  
 Jane Matthews, Chair-elect (Boise School District)  
 Bruce Reeder, Vice Chair-elect (Mountain Pacific Investment Advisors)  
 Carla Koritnik, Vice Chair – Associations (Monsanto)  
 Tamara Bergen (T.J. Bergen O.T. Services)  
 Kim Gower (Simplot Company)  
 Carolyn Holly (KTVB)  
 Connie Miller (Idahy Federal Credit Union)

Kate Salomon (Idaho Falls Post Register)  
Suzanne Rainville (US Forest Service)  
Kelly Wong (Hewlett Packard)  
Selina Carver, (Self-Employed)  
Kevin O'Brien (D.L. Evans Bank)  
Dakota Barnes (Ambassador Girl Scout/Student)  
Ashton Lupton (Ambassador Girl Scout/Student)

Girl Scouts of Silver Sage Council Staff

Shelli Rambo Roberson, Chief Executive Officer  
Melanie Knueven, Executive Assistant to CEO

**Operations:** *Assures membership and youth development goals are being met through fund development, marketing, training, and customer service.*

Jill Barbour, Chief Operating Officer  
Bobbi Viker, Executive Assistant to COO  
Monique Johns, Grants and Fund Development Manager  
Debbie Love, Director of Youth Development  
Melissa Opland, Youth Development Specialist  
Carol Ashton, Administrative Assistant to Programs  
Paige Weber, Marketing and Communications Manager  
Sherry Dunbar, Director of Adult Learning  
Cindi Reynolds, Product Manager  
Sandy Wilson, Director of Administrative Services  
Jeannie Pattan, Assistant to Administrative Services  
Tiffany Edwards, Receptionist, Treasure Valley  
Diana Lucier, Receptionist and Store Clerk, Idaho Falls

**Membership:** *Oversees all membership operations to assure membership recruitment and retention. Assures any girl who wants to be a Girl Scout is given the opportunity to participate.*

Lori Martin, Director of Membership  
Brooke Green, Membership Manager, Treasure Valley  
Anna Cox, Membership Representative, Rural Treasure Valley and Malheur County  
Betty Finnegan, Membership Registrar  
Maricela Almeida, Membership Representative, West Treasure Valley  
Martha Snyder, Membership Representative, Meridian  
KC Driscoll, Visions Program Coordinator, Treasure Valley  
Katy Kulesa, Membership Manager, Twin Falls  
Misty Coates, Visions Program Coordinator, Magic Valley  
Blanca Vargas, Hispanic Outreach Coordinator, Magic Valley  
Stephanie Richardson, Membership Representative, Pocatello  
Joyce Muhlestein, Visions Program Coordinator, Pocatello  
Nancy Batchelder, Visions Program Coordinator, Idaho Falls

**Finance:** *Assures fiscal responsibility and reporting to the Board of Directors.*

Mary Carlson, Chief Financial Officer  
Mark Walton, Accountant

**4. Copy of current budget and description of current sources of funding.**

	<b>2009 Budget</b>	<b>Projected 2008</b>	<b>Budget 2008</b>
<b>INCOME</b>			
Contributions/Ticket Sales	127,550	57,476	113,873
Corporate Contributions	69,550	0	0
In-Kind Contributions	16,068	5,805	46,800
United Way Allocations	110,000	119,694	105,000
Product Income	1,248,956	1,148,597	1,215,000
Events & Summer Program	273,260	172,185	212,935
Day Camp Revenue	3,300	0	0
Adult Education	5,800	3,133	6,800
Council Meeting	1,546	2,560	3,300
Property Use Fee	21,500	12,555	17,500
Investment Income	30,000	20,543	65,000
Misc Income	625	1,098	1,000
Cookie Bonus/Allocation	25,000	27,000	60,000
Resale	83,000	65,579	85,000
Grants/Donor Restricted	172,406	39,253	93,437
<b>TOTAL INCOME</b>	<b>2,188,562</b>	<b>1,675,478</b>	<b>2,025,645</b>
<b>EXPENSE</b>			
Exempt/Non-Exempt Salaries	983,715	975,919	962,932
Camp Staff Salaries	56,646	73,388	72,500
Maintenance Wages	24,000	21,178	32,630
Temporary Staff	4,064	2,328	11,960
Contract Hires	6,800	99	12,750
Employee Benefits/Taxes	208,507	187,495	198,953
<b>Subtotal - Personnel Costs</b>	<b>1,283,732</b>	<b>1,260,406</b>	<b>1,291,726</b>
8000 Professional Fees	30,185	24,295	22,527
Supplies	237,214	152,031	154,548
Telephone	21,399	16,656	22,785
Postage	21,944	15,569	18,606
Occupancy	238,852	131,579	187,518
Printing/Publications	45,604	22,326	39,109
Council Vehicles/Auto Allow	72,073	37,450	43,769
Meeting Costs	117,938	103,753	121,891
General Insurance	55,965	55,263	54,256
Recruit/Misc/ Bank Fees/vacation	25,981	15,119	13,065
Marketing	44,571	0	-
<b>Subtotal Other Expenses</b>	<b>911,726</b>	<b>574,041</b>	<b>678,074</b>
<b>TOTAL EXPENSES</b>	<b>2,195,458</b>	<b>1,834,447</b>	<b>1,969,800</b>
<b>INCOME</b>	<b>2,188,562</b>	<b>1,675,478</b>	<b>2,025,645</b>
<b>less Unfunded Depreciation</b>	<b>100,000</b>	<b>104,000</b>	<b>95,000</b>
<b>NET INCOME</b>	<b>(106,896)</b>	<b>(262,969)</b>	<b>(39,154)</b>

The Girl Scouts of Silver Sage Council is currently funded through private donations, Board donations, United Way, one special event fundraiser, the Girl Scout Cookie program, and grants from corporations and foundations.

## B. Purpose of Request: Goals and Outcomes

### 1. Briefly describe the issue(s) you will address.

The issue that the Girl Scouts Visions program addresses is the lack of self-esteem in at-risk girls. Without self-esteem, girls are susceptible to harmful behaviors including drug and alcohol abuse, sexual intercourse, and violence to others and themselves. According to the 2007 Idaho Youth Risk Behavior Survey, the mortality, morbidity, and social problems that Idaho teenagers encounter are largely related to a small number of negative behaviors such as drinking and driving, sexual intercourse at a young age, and suicide.

- 23% of Idaho's teenage women grades 9 – 12 seriously considered attempting suicide in the 12 months before the survey.
- 14% of females in Idaho experienced teen dating violence by their boyfriend (the Idaho Coalition Against Sexual and Domestic Violence reports this is closer to one in five teenagers).
- 42% of high school females in Idaho have engaged in sexual behavior.
- 66% of high school students in Idaho use alcohol and drugs.

Now, consider the following statistics regarding Girl Scouts:

- Two-thirds of women currently serving in Congress were Girl Scouts.
- Girl Scouts are 40 percent less likely to cheat on a test.
- Girl Scouts are 32 percent more likely to refuse alcohol at a party.
- And only 1% of all Girl Scouts ever goes before a juvenile court judge.

When girls participate in risk-taking behaviors, they are at a higher chance of dropping out of high school. A recent study by Northwest University and the Alternative Schools Network found that, “Americans without a high school diploma have considerably lower earning power and job opportunities in today's workforce. Over a working lifetime from ages 18-64, high school dropouts are estimated to earn \$400,000 less than those that graduated from high school. Due to their lower lifetime earnings and other sources of market incomes, dropouts will contribute far less in federal, state, and local taxes than they will receive in cash benefits, in-kind transfers and correctional costs. Over their lifetimes, this will impose a net fiscal burden on the rest of society.”

Programs aimed at girls in fifth through seventh grades (prior to their high school years) must address self esteem, confidence, positive relationships, and leadership. This is the only way to “catch” girls who may later become a part of these negative statistics. The Girl Scout Visions program provides the knowledge and skills necessary to empower girls to make healthy, positive decisions when they matter most. Girls learn how to avoid risky situations (i.e. going to parties where drugs and alcohol will be available); how to say no (and feel okay about their decision); and how to lead with courage, confidence and character.

**2. Describe the overall purpose(s) of your project and the areas that will be different at the end of the project or grant period. Include information on:**

**a. The short-term objectives you want to achieve with this grant request.**

Participants in the Visions program will be able to:

- Identify stress in their lives, develop coping methods and apply them to their lives throughout the year.
- Learn conflict resolution strategies and will report using them in various settings in school, in the community and at home.
- Develop strategies to understand and gauge what healthy and unhealthy relationships look like, and how to protect herself from unhealthy relationships.

The outcomes from these activities will lead to short and long term outcomes which include:

- Girls develop a strong sense of self.
- Girls gain practical life skills.
- Girls can identify and develop healthy relationships.
- Girls can resolve conflicts.
- Girls feel empowered to make a difference in their lives and in their communities.

The Girl Scouts Visions program supports girls in gaining positive values and contributing to society as leaders, thinkers, and responsible citizens. Girls will identify and adopt healthy living characteristics including leadership, self-esteem, and self-confidence. They will successfully transition into early adolescence with the necessary tools to make positive decisions like resisting pressure to use drugs and alcohol, engaging in sex, and knowing how to establish healthy boundaries while in a dating relationships.

**b. The long-term objectives you are working toward, and how this grant request relates to them.**

The long-term objective is that girls, who otherwise had a higher chance of engaging in risk-taking behaviors, will be empowered to make healthy decisions with regard to her life, and will ultimately contribute to society as leaders, thinkers, and responsible citizens. They will successfully transition into early adolescence with the necessary tools to make positive decisions like resisting pressure to use drugs and alcohol, engaging in sex, and knowing how to establish healthy boundaries while in a dating relationships.

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**C. Organizational Capacity - Describe why your organization is well-positioned to implement this grant request. Include information on:**

**1. How this grant relates to your organization's strategic plan and mission.**

The Girl Scouts of Silver Sage Council's mission is to build girls of courage, confidence and character. The Visions program is a part of this overall mission to serve all girls through our leadership programs. The Visions program was developed by Idaho nutritionists, nurses, teachers, and counselors over 10 years ago and has since helped thousands of girls to consider the impact and implications of societal messages and peer pressure, and learn to make choices that foster their healthy development into adulthood and beyond.

**2. Related program or organizational accomplishments.**

Outcome surveys from the 2008-2009 program year showed that girls reported an increase in their ability to achieve the listed outcomes in all but two, in which the results did not change substantially. The most noticeable differences included:

- 33 percent increase in pre/post outcome of feeling connected to their community
- 29 percent increase in pre/post outcome of having a stronger sense of self
- 26 percent increase in pre/post outcome of developing healthy relationships

Based on these outcome surveys, we have strengthened the Visions curriculum in the areas of conflict resolution and life skills so that more girls can succeed in making healthy decisions.

The Girl Scouts of Silver Sage Council has received many commendations and letters of support from participating school counselors who see the need for and appreciate the Visions program. We would be happy to furnish these letters to the Millennium Fund Review Committee in order to help support this grant application.

### **3. Links with other organizations doing similar or related work in your geographic area or on the same issue.**

Girl Scouts of Silver Sage Council is not aware of any other organization in Southern Idaho that provides a similar service. The Girl Scout Visions program is tailored to meet the needs of individual communities and complements existing youth development services delivered by agencies like the Boys and Girls Club and YMCA; however, ours is the only program that is not only allowed in, but embraced by, local schools.

Research shows that girls benefit most from a program designed specifically for them and delivered in an all-girl setting. Boys have unique needs and interests as well, which are best addressed by an organization structured to meet their specific needs.

“It’s clear from the research that girls today don’t embrace the conventional style of leadership,” said Judy Schoenberg, Director of Research and Outreach at the Girl Scout Research Institute and lead author of the study, *Change It Up! What Girls Say About Redefining Leadership*. “It’s simply not how they want to lead. Girls today appear to be redefining leadership in terms of being more inclusive and serving a larger purpose.” Participants in the Visions program are provided remarkable opportunities to gain positive values and to contribute to society as leaders, thinkers, and responsible citizens. Girls learn positive decision-making, problem solving, conflict resolution, communication, teamwork, leadership, and are empowered to make healthy decisions.

### **4. Qualifications and responsibilities of the staff and volunteers who will be working with the target population (this information should be presented in summary form).**

On April 22, 2009, President Barack Obama signed into law the Edward M. Kennedy Serve America Act, which honored the late Senator, who sponsored the measure. The law created four national service corps, and more than tripled the number of positions in the AmeriCorps program across the country.

The Girl Scouts of Silver Sage Council applied to become a beneficiary of this measure, and because of our organizations mission, history, and on the merit of the Visions program, we



received four AmeriCorps VISTA members who will serve as Visions Program Coordinators throughout the state for one year. We received these paid service members at no cost to our organization. Their primary objective is to recruit qualified volunteers and help establish Visions programs in more schools – furthering the reach and scope of the program itself.

With this in mind, we anticipate an increase in the number of girls served through the Visions program to over 1,200 – and therefore are actively trying to raise money to accommodate the financial need which will come of this project.

#### Staff Qualifications:

**KC Driscoll, Visions Coordinator/VISTA Member, Treasure Valley**  
**Misty Coates, Visions Coordinator/VISTA Member, Magic Valley**  
**Joyce Muhlestein, Visions Coordinator/VISTA Member, Pocatello**  
**Nancy Batchelder, Visions Coordinator/VISTA Member, Idaho Falls**

These four AmeriCorps VISTA members are responsible for all capacity building activities related to recruitment, training, and support for the Girl Scouts Visions program throughout southern Idaho. Their role is to expand and strengthen the Visions program during their one-year term with the Girl Scouts. They have measureable goals and a job description, and have received a comprehensive training on their role as a VISTA member.

#### **Lori Martin, Director of Membership**

Lori is responsible for overseeing all AmeriCorps VISTA positions with the Girl Scouts. She assures goals are reached and outcomes recorded in a timely manner.

#### **Jill Barbour, Chief Operating Officer**

Jill oversees all operational functions throughout the Silver Sage Council boundaries.

#### **Monique Johns, Grants and Fund Development Manager**

Monique assures all grant award stipulations are being met and is responsible for submitting final reports to the granting agency.

#### **Visions Volunteers, State-wide**

All Visions volunteers receive a background check, curriculum training, and curriculum materials.

#### **5. The target population's involvement in your organization (e.g. as volunteers or as board, staff, or advisory group members).**

Visions volunteers are primarily former or current teachers, college students, mentors, and other youth development professionals, many of whom are former Girl Scouts themselves. Jane Matthews, a teacher in the Boise School District is Chair-elect on the Girl Scouts of Silver Sage Council Board of Directors.

**D. Process - Summarize the work plan you will use to accomplish your goals and outcomes. Include information on:**

**1. Tasks and timetable for key staff executing this effort.**

We plan to implement the project along the following timeline:

- June 2010 through October 2010 –The AmeriCorps VISTA members (whose one-year term will end during the summer months) will have recruited and retained Visions volunteers in preparation for the 2010-2011 school year.
- November 2010 – the Visions programs begin, under the leadership of the Director of Membership and Chief Operating Officer.
- May 2010 – the Visions program, which coincides with the school year, ends for most schools. Outcomes are recorded and reported to all funding agencies by the Grants and Fund Development Manager.

**2. Tasks and timetable for key organizations involved in this effort.**

The Girl Scouts of Silver Sage Council's membership year coincides with most school districts – so the timeline for key staff (above) is the same as key organizations.

**3. Existing community resources you will use (e.g., facilities, people, and partnerships).**

The Girl Scouts of Silver Sage Council is fortunate to have a high retention of volunteers and partnership with host-school facilities. In order to serve girls through the Visions program at a host school, we rely on a designated classroom for about one-hour of time every week. Other than that, the Girl Scouts is responsible for providing a Girl Scout membership to each participant (\$12 per girl), training volunteers, providing curriculum, and other basic necessities.

**4. Activities or tasks that will occur on a day-to-day basis.**

Prior to the start of the school year, all Visions volunteers receive a comprehensive background check and curriculum training. Once volunteers are trained, they begin the Visions program, which typically runs September through May. The day-to-day operations at the Girl Scouts of Silver Sage Council assure that all programs, including Visions are operating smoothly.

The Director of Membership is responsible for assuring that the Visions programs are implemented, that outcomes are being assessed and met, and that the program is being tailored to meet the needs of each girl we serve. The Director of Membership receives weekly reports from the AmeriCorps VISTA members, who directly train and monitor the volunteers. This relatively short chain of command assures that everyone is “in the know” with regard to all Visions programs throughout southern Idaho.

**5. The target population and how they will benefit.**

The target population is girls, grades 5<sup>th</sup> through 8<sup>th</sup>, who are at-risk, attend a Title 1 school, and/or are referred to the Visions program by their school counselor. Participants in the program benefit by having the opportunity to connect with a positive, adult mentor while engaging in activities with other girls her age that will help her to make healthy decisions about her life.

## **6. The target population's involvement in the project's development and execution.**

The guiding principles for all Girl Scout youth development programs are that activities for girls should be hands-on, girl led, and collaborative. In keeping with this mission, Visions volunteers are trained to facilitate activities, while giving participants the opportunity to focus on issues important to them.

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## **E. Evaluation Plan - Using sections B (Purpose of Request: Goals and Outcomes) and D (Process), describe what you want to learn about your program goals, outcomes, and process over the grant period. Include information on:**

### **1. Two or three primary evaluation questions you expect to answer.**

The primary evaluation questions we expect to answer include:

- How can we improve the Visions program so that we may better serve girls with low self-esteem who will ultimately refuse tobacco, drug and alcohol abuse?
- How can we improve the Visions program so that we better serve girls with low self-esteem who will ultimately understand healthy relationships and why they're important in her life?

### **2. The assessment methods/strategies you will use to answer your evaluation questions (e.g. records, surveys, interviews, pre- and post-tests, community feedback, etc.). Please be specific and realistic.**

Measurement and verification of the Girl Scout Visions program outcomes are obtained through surveys and direct observation by volunteer leaders and mentors. In addition to the volunteers, Girl Scout staff will identify trends and help identify ways to improve the curriculum so that girls succeed.

### **3. How your organization will involve stakeholders in the evaluation process (e.g. board, the target population, and community members).**

In addition to the Visions program outcomes that are measured each year, The Girl Scouts of the USA provides several tools for the Board of Directors to assess the Council's strengths and opportunities for improvement. These tools provide an analysis of where our organization stands in terms of four core capacities crucial for organizational success. They also reflect a comprehensive and future-focused assessment of the Council's strengths and viable opportunities. This is an important tool for our board to focus its strategic thinking and envision integrated progressive leadership opportunities. The ratings support board prioritization on organizational issues for resource allocation.

### **4. How your organization will use this information to improve future outcomes internally (e.g. for program improvement, fund-raising, communications, etc.) and externally (e.g., disseminate lessons learned through reports, workshops, and networking activities).**

Girls take part in the Girl Scout Visions program, facilitators continuously review the signs, or indicators, of the outcomes to gauge the benefits of the experience and adjust the activities to ensure these outcomes are being met.

**F. Sustainability - Describe the additional resources needed to continue this project over time (e.g. financial, staffing, partners, etc.). Include information on:**

**1. How you will secure the other resources necessary and/or complete the work involved in this grant request.**

The Girl Scouts of Silver Sage Council currently has six pending grants submitted to foundations to support the Visions program.

**2. How your organization plans to support this project in the future.**

Due to the demographic of girls we serve, who are primarily low-income, the sustainability of this program is difficult. All other Girl Scout programs provide girls the opportunity to participate in the Girl Scout Cookie Program, which helps girls raise money for the programs they choose to participate in, including camp. Because Visions is held in-school and often times, during school hours, girls do not have the same resources to participate in the Cookie Program. We rely on United Way funding (which has decreased over the last five years because of increased demand of funding from other agencies) and other donations from foundations and private donors. We will continue to apply for grant funding to sustain the program, which is not only needed and but wanted by schools.

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### **III. BUDGET**

#### **A. CURRENT REQUEST**

**1. Include completed copies of the Project Budget and Personnel Costs Detail Tables found in the Applicant Summary and Scoring Sheet Microsoft Excel workbook.**

Attached.

**2. Provide supporting narrative explaining how the budget supports the project proposal.**

Funding for the Visions program goes toward Financial Aid for participants: \$12,005; Compensation for related staff members for their time toward the Visions program: \$87,746; Supplies: \$39,966; Postage and shipping: \$1,675; and Travel (mileage reimbursement) \$2,400

**B. PREVIOUSLY AWARDED GRANTS - If you have received a grant from the Millennium Fund in the past for the requested project, please provide detailed expenditure reports for up to the last five years. Note: The detailed expenditure reports will not count towards the ten (10) cumulative pages maximum.**

The Girl Scouts of Silver Sage Council has not yet received an award from the Millennium Fund.